

ATTACHMENT J: Sample Task/KSA Linkage Matrix

The following sample matrix is intended to demonstrate a format for collecting task/KSA linkage ratings from SMEs. This format is an example only, as there is any number of other means of formatting the collection of task/KSA linkage data that would meet the requirements outlined in *Section 2200*.

***Title of Job Classification
for which the Job Analysis Study is being Conducted***

Task/KSA Linkage

Linkage Scale: *[insert linkage scale for SME use in the rating process.]*

	Task 1	Task 2	Task 3	Task 4	Task 5
KSA 1	KSA 1/Task 1 relationship rating	KSA 1/Task 2 relationship rating	KSA 1/Task 3 relationship rating	KSA 1/Task 4 relationship rating	KSA 1/Task 5 relationship rating
KSA 2	KSA 2/Task 1 relationship rating	KSA 2/Task 2 relationship rating	KSA 2/Task 3 relationship rating	KSA 2/Task 4 relationship rating	KSA 2/Task 5 relationship rating
KSA 3	KSA 3/Task 1 relationship rating	KSA 3/Task 2 relationship rating	KSA 3/Task 3 relationship rating	KSA 3/Task 4 relationship rating	KSA 3/Task 5 relationship rating
KSA 4	KSA 4/Task 1 relationship rating	KSA 4/Task 2 relationship rating	KSA 4/Task 3 relationship rating	KSA 4/Task 4 relationship rating	KSA 4/Task 5 relationship rating
KSA 5	KSA 5/Task 1 relationship rating	KSA 5/Task 2 relationship rating	KSA 5/Task 3 relationship rating	KSA 5/Task 4 relationship rating	KSA 5/Task 5 relationship rating